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ABSTRACT

This booklet provides information about the demographics of the changing work force. It offers an at-a-glance profile of workers age 45 and older and considers likely changes in the work force of the future. The document includes topics such as the composition of the work force of today and tomorrow by age and sex, labor force participation rates, industrial and occupational employment, and general characteristics of this group of employees. The following tables on employment status are provided: (1) profile of Americans over age 45; (2) employment by age and gender; (3) employment by age, sex, and race; (4) labor force participation rates by sex and year in 1950, 1975, and 1988; (5) employment by major industry group; (6) employment by occupation, age, and sex; (7) employed and unemployed full- and part-time workers by sex and age; (8) weekly earnings by age and sex; (9) unemployment by sex, age, and duration of unemployment; (10) age discrimination charges; (11) employment by age, sex, and union affiliation; (12) monthly pension income of retirement pension recipients by age and sex; (13) wage and salary of workers 25 years and over; (14) projections of labor force participation; (15) jobs of the future; and (16) projections of the future of the work force. (ABL)

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INTRODUCTION

America's work force is aging. The Bureau of Labor Statistics (BLS) estimates that the median age of workers will rise from 34.6 years in 1980 to 38.9 years by the year 2000. Since 1955, the number of workers 45 years of age and older has risen from 25 million to more than 33 million. Among these workers are large numbers of women, whose labor force participation has increased, and may continue to increase, dramatically.

Projections made by the BLS indicate that the number of older workers in the labor force will continue to grow. Workers age 45+ are projected to number close to 46 million by the year 2000. Many employers are already implementing programs designed to keep these employees on the job.

This booklet has been prepared to provide information about the demographics of the changing work force. It offers an at-a-glance profile of workers age 45 and older as well as likely changes in the work force of the future. Included are topics such as the composition of the work force of today and tomorrow by age and sex, labor force participation rates, industrial and occupational employment, and general characteristics of this group of employees.

AARP is the nation's largest organization of Americans age 50 and older. With headquarters in Washington, D.C., this non-profit, non-partisan organization offers a wide range of membership benefits, legislative representation at federal and state levels, and educational and community service programs carried out through a national network of volunteers and local chapters. The Association also offers a variety of educational and advocacy programs for older workers, who make up one-third of AARP's total membership.

AARP is educating employers, employees and the general public about retirement and employment issues affecting older workers through the Association's Worker Equity Initiative. The Initiative is working to change attitudes, policies and practices that result in unequal treatment of older workers. The major changes for which AARP works on behalf of older workers are as follows:

- increased employment in both the public and private sectors;
- equal access to training and promotion opportunities;
- increased knowledge by older workers about employment protections and retirement options; and
- increased services for older workers in transition, such as those entering the job market for the first time, those interested in new careers and those who find themselves unemployed late in their careers.

For more information about AARP's efforts on behalf of older workers, contact the AARP Worker Equity Initiative, 1909 K Street, N.W., Washington, D.C. 20049.

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DEMOGRAPHIC CHARACTERISTICS

Men constitute the majority of full-time workers age 45 and over, and almost three-quarters of all self-employed workers. Over two-fifths of full-time workers are women; women comprise three-fourths of the part-time work force and a majority of retirees.

Profile of Americans over 45: By Employment Status

	EMPLOYMENT STATUS			
	Full-Time	Part-Time	Self-Employed	Retired
	%	%	%	%
Sex				
Men	56	23	71	41
Women	44	77	28	56
Race				
Black	8	3	5	5
White	89	95	92	93
Age				
45–49	36	21	25	1
50–54	27	12	22	2
55–59	22	21	18	7
60–64	11	24	19	16
65+	4	22	15	73
Marital Status				
Married	72	70	77	57
Single	6	2	5	5
Widowed	8	17	7	29
Divorced/Separated	15	10	11	10
Education				
Not High School Graduate	11	15	13	27
High School Graduate	38	41	33	33
Some College	22	22	20	20
College Graduate	17	13	17	12
Graduate Degree	12	9	17	7
Area				
Northeast	24	27	17	23
Midwest	29	30	30	28
South	33	27	34	32
West	13	15	19	16

Source: "Annual Survey of Americans Over 45: Employment, Pensions and Age Discrimination," prepared by Hamilton, Frederick & Schneiders for AARP, 1987, based on the results of a public opinion survey of 2001 Americans. The sampling error is +/– 2.2 points.

In 1987, almost 120 million adults were in the U.S. labor force including those with jobs and those currently seeking employment. Workers 45+ numbered over 33 million, or 28% of the total work force. Almost as many women as men worked; for every four working men, there were three working women.

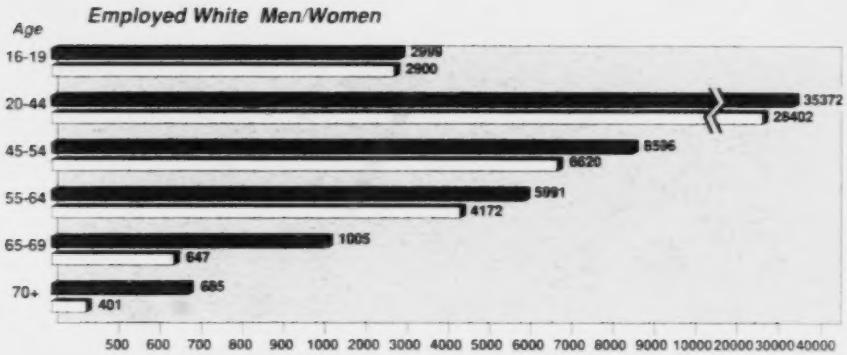
Employment Status of the Civilian Noninstitutional Population by Age and Sex, 1987 (in thousands)

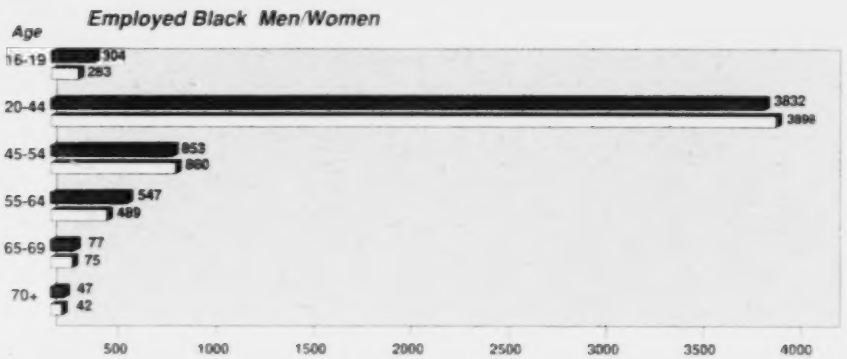
Age and Sex	Civilian Noninstitutional Population	Employed	Unemployed	Not in Labor Force
16–19				
Men	7,335	3,381	732	3,222
Women	7,271	3,260	616	3,396
20–44				
Men	46,451	40,443	2,637	3,371
Women	48,571	33,364	2,226	12,980
45–54				
Men	11,215	9,750	426	1,039
Women	11,968	7,737	298	3,934
55–59				
Men	5,249	4,027	158	1,064
Women	5,787	2,922	97	2,767
60–64				
Men	5,018	2,655	100	2,263
Women	5,781	1,861	57	3,863
65–69				
Men	4,411	1,108	30	3,273
Women	5,325	742	20	4,564
70+				
Men	7,221	742	19	6,460
Women	11,151	449	10	10,692

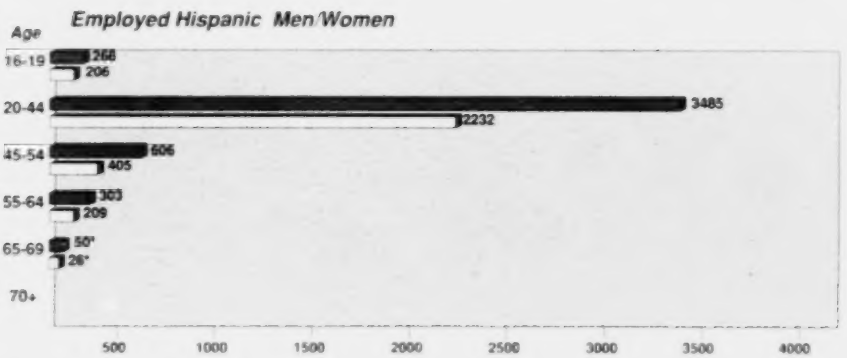
Source: Employment and Earnings, U.S. Department of Labor, Bureau of Labor Statistics, January 1988, pg. 160

RACE

Employment Status of the Civilian Noninstitutional Population by Age, Sex and Race (in thousands)







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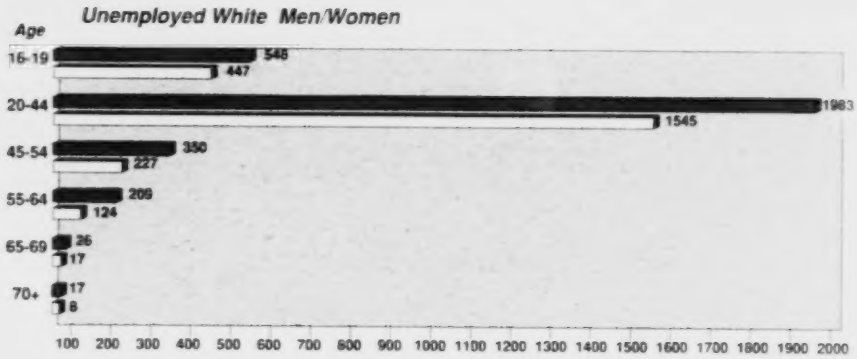
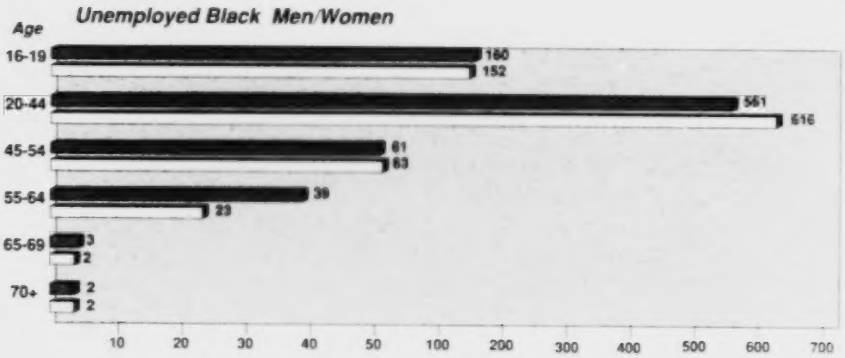
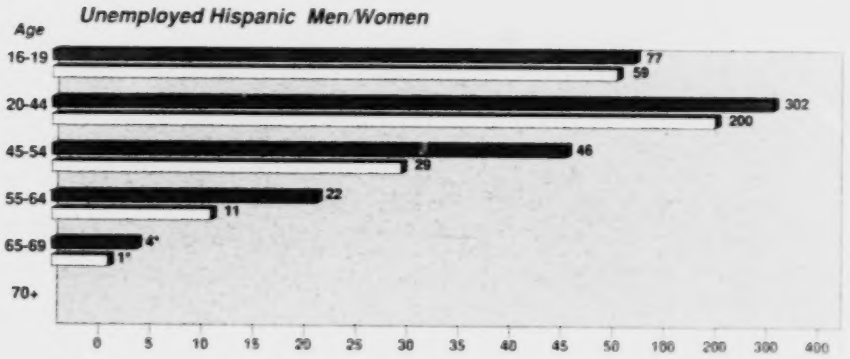






*Includes all ages 65+, the only data available from Bureau of Labor Statistics.

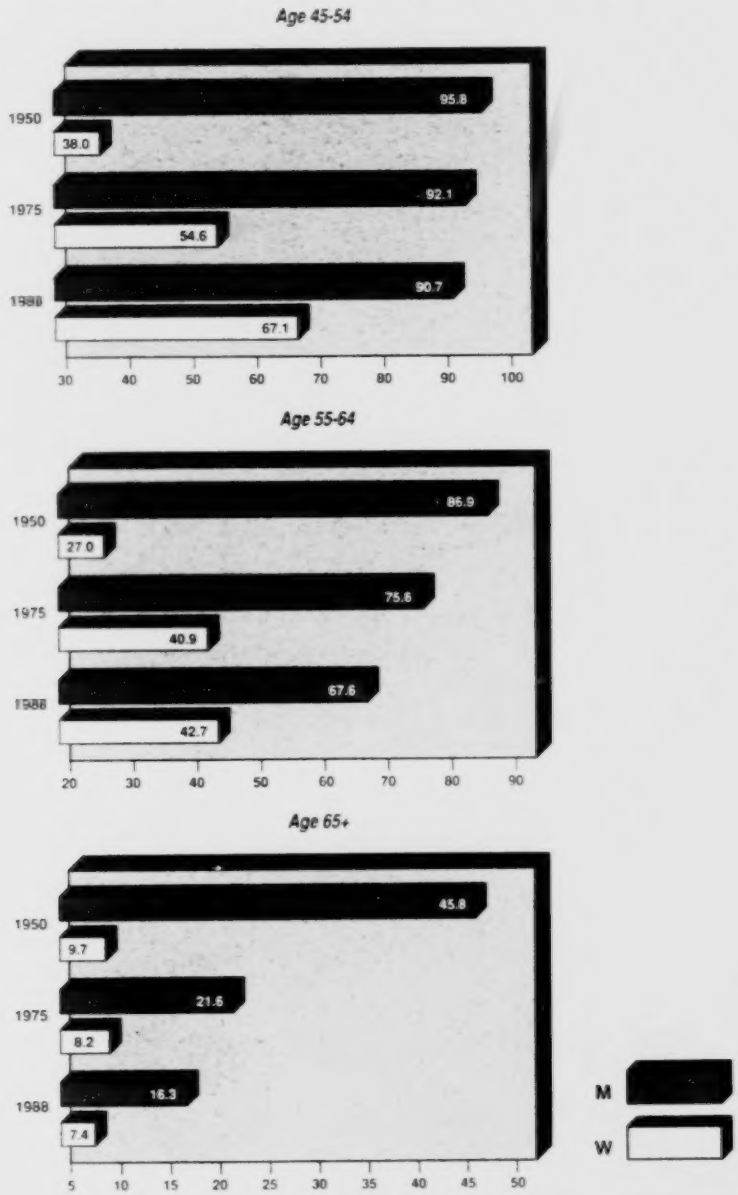
Source: Employment and Earnings, U.S. Department of Labor, Bureau of Labor Statistics, January 1988, pp. 161-162. Hispanic data from Current Population Survey, U.S. Department of Labor, Bureau of Labor Statistics, 1987.

CHANGING LABOR FORCE PARTICIPATION RATES

The numbers of women in the American work force have doubled over the last 40 years, and are expected to continue increasing to the year 2000.

The numbers of older workers in general have declined during this same period, and are expected to continue to decline through 1995, when the baby-boom generation reaches its prime.

Labor Force Participation Rates by Sex and Year, 1950, 1975 and 1988



Source: 1950 and 1975 figures from *1980 Handbook of Labor Statistics*, U.S. Department of Labor, Bureau of Labor Statistics. 1988 figures from *Employment and Earnings*, Department of Labor, Bureau of Labor Statistics, January 1988, page 160.

EMPLOYMENT IN MAJOR INDUSTRIES

Workers 45 and older are employed in every major industry group in the United States. Women either predominate or are about the same numbers as men in the white-collar industries, including services, financial, trade and administration, although the percentage of men to women in these sectors increases with age.

Employed Persons by Major Industry Group, Age and Sex, 1987 (in thousands)

Industry	Total Number, All Ages	16-19			20-44		
		Total	Men	Women	Total	Men	Women
Services	34,527	1,446	636	811	22,941	8,757	14,184
Trade	23,392	3,418	1,665	1,753	14,613	7,808	6,807
Manufacturing	20,935	496	322	174	13,963	9,312	4,651
Transportation	7,880	135	89	45	5,440	3,856	1,585
Financial	7,763	220	60	160	5,347	2,010	3,338
Construction	7,456	317	290	27	5,218	4,758	460
Administrative	5,246	77	32	44	3,464	1,996	1,466
Mining	818	10	8	2	579	493	87

Industry	45-54			55-59		
	Total	Men	Women	Total	Men	Women
Services	5,511	2,051	3,459	2,126	882	1,244
Trade	2,754	1,437	1,317	1,141	589	552
Manufacturing	3,794	2,568	1,226	1,480	1,023	457
Transportation	1,377	1,076	301	532	423	108
Financial	1,178	528	650	468	236	232
Construction	1,112	1,003	109	447	411	36
Administrative	990	616	374	374	231	143
Mining	146	121	25	47	43	4

Industry	60-64			65+		
	Total	Men	Women	Total	Men	Women
Services	1,436	651	785	1,067	558	508
Trade	809	428	382	655	375	281
Manufacturing	896	624	272	306	211	94
Transportation	284	225	58	111	89	22
Financial	316	178	138	233	150	83
Construction	238	220	18	124	111	13
Administrative	221	120	101	122	79	43
Mining	26	23	3	211	9	2

Note: "Services" includes business and representational, personal, recreation, hospital, education, forestry, fishing and miscellaneous.
"Trade" includes wholesale and retail.
"Manufacturing" includes durable and nondurable goods.
"Transportation" includes public utilities, postal, and general transportation.
"Financial" includes insurance, real estate and other financial services.
"Administrative" includes public administration.

Source: Current Population Survey, U.S. Department of Labor, Bureau of Labor Statistics, January 1988.

OCCUPATIONS

Workers age 45 and over work in every occupation in the U.S. economy. Most are in white collar jobs, although the occupation with the greatest percentage of older workers is farming, forestry and fishing.

Employment by Occupation, Age and Sex, 1987 (in thousands)

Occupation	Total	16-44	45-54	55-64	65+
MANAGERIAL, PROFESSIONAL	27,742	18,882	5,111	3,022	727
Men	15,457	9,921	3,037	1,993	507
Women	12,286	8,962	2,074	1,030	219
TECHNICAL, SALES, ADMINISTRATIVE	35,082	25,709	5,106	3,374	894
Men	12,378	8,874	1,818	1,271	416
Women	22,704	16,835	3,288	2,103	478
SERVICE	15,054	11,042	1,940	1,502	570
Men	5,924	4,465	669	567	223
Women	9,130	6,577	1,271	936	347
PRODUCTION, CRAFT, REPAIR	13,568	9,670	2,262	1,395	242
Men	12,416	8,869	2,062	1,275	210
Women	1,153	800	200	121	32
OPERATORS, FABRICATORS, LABORERS	17,486	12,929	2,581	1,685	290
Men	12,978	9,814	1,779	1,176	209
Women	4,508	3,115	802	509	81
FARMING, FORESTRY, FISHING	3,507	2,215	488	486	318
Men	2,954	1,882	387	402	284
Women	554	334	101	85	34

Source: Current Population Survey, U.S. Department of Labor, Bureau of Labor Statistics, January 1988.

Women of all ages are more likely than men to work part-time. Whereas only 10 percent of men age 45 and older worked part-time, the corresponding figure for women was 27 percent. For workers 65+, 46 percent of men and 59 percent of women were part-time workers.

Employed and Unemployed Full- and Part-Time Workers by Sex and Age, 1987 (in thousands)

	Employed					
	Full-time			Part-time		
	Total	Full-time Schedules	Part-time for economic reasons, usually work full-time[1]	Total	Voluntary[2]	Part-time for economic reasons, usually work full-time[3]
Age						
16–19						
Men	1,365	1,292	73	2,015	1,742	273
Women	1,089	1,029	60	2,171	1,870	301
20–44						
Men	37,852	37,156	696	2,591	1,659	932
Women	26,065	25,604	461	7,298	5,924	1,374
45–54						
Men	9,419	9,287	132	331	200	131
Women	6,099	6,002	97	1,639	1,355	284
55–64						
Men	6,114	6,026	88	568	451	117
Women	3,473	3,411	62	1,309	1,121	188
65+						
Men	996	973	23	854	806	48
Women	483	470	13	707	660	47

1. Includes workers who have recently had shortened work weeks due to temporary illness or other unpaid leave, but expect to resume full-time work.

2. Part-time for non-economic reasons, usually work part-time.

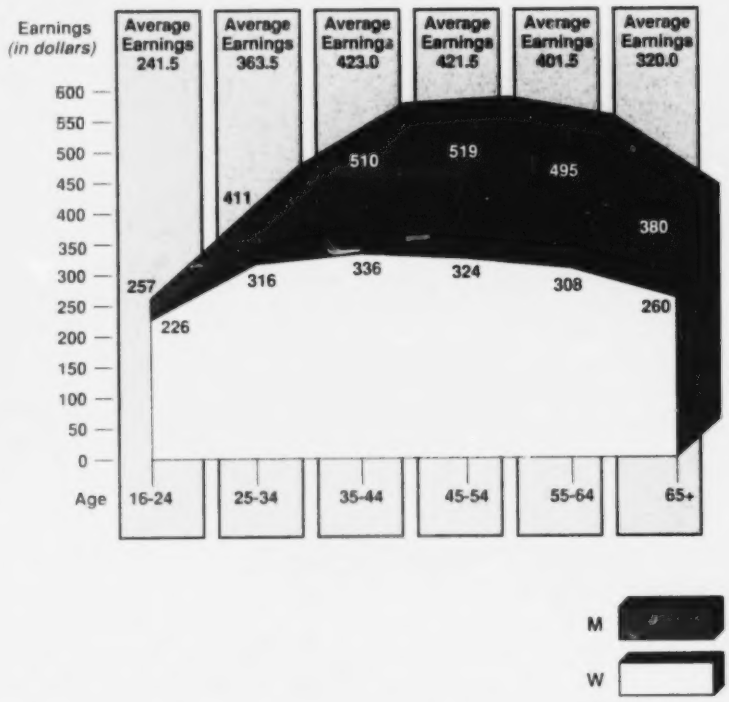
3. Includes workers who have been employed part-time for a lengthy, but unspecified period, but who would prefer to work full-time.

Source: Current Population Survey, U.S. Department of Labor, Bureau of Labor Statistics, 1987 Annual Averages.

Women earn less than men. As women get older, the earnings gap widens. Women age 45 and older earn 62–68% of what men earn per week.

Women reach their earnings peak 10 years before men, at age group 35–44; men reach their earnings peak at age 45–54.

Median Weekly Earnings of Full-Time Wage and Salary Workers by Age and Sex, 1987



Source: Unpublished data, U.S. Department of Labor, Bureau of Labor Statistics, January 1988.

UNEMPLOYMENT

In 1987, unemployment rates for workers 45 and older ranged from 2–5 percent, with rates for men and women about the same. The duration of unemployment increased with age.

Unemployed Persons by Sex, Age and Duration of Unemployment, 1987 (in thousands)

Age	Total	%[1]	<5 wks	5-14 wks	15-26 wks	27+ wks	Avg. Dur.	Med. Dur.
16-19								
Men	732	17.8	413	220	57	42	8.4	4.4
Women	616	18.5	384	169	45	18	6.8	4.0
Total	1,348	18.2	797	389	102	60	7.6	4.2
20-34								
Men	1,948	47.5	776	605	276	291	14.9	7.4
Women	1,634	49.2	793	495	190	156	11.1	5.4
Total	3,582	48.0	1,569	1,100	466	447	13.0	6.4
35-44								
Men	689	16.8	213	200	109	167	22.3	10.8
Women	592	17.8	257	177	77	81	14.3	6.8
Total	1,281	17.3	470	377	186	248	18.3	8.8
45-54								
Men	426	10.4	123	112	73	117	23.6	12.4
Women	298	9.0	125	83	37	52	16.6	7.3
Total	724	9.8	248	195	110	169	20.1	9.9
55-64								
Men	258	6.3	70	69	45	73	24.7	13.2
Women	155	4.7	60	45	23	27	17.6	7.9
Total	413	5.6	130	114	68	100	21.2	10.6
65+								
Men	49	1.2	19	12	7	10	18.4	8.1
Women	30	0.9	13	8	4	5	*	*
Total	79	1.1	32	20	11	15		

1. Percentage of Same Sex, All Ages Unemployed Persons in the Labor Force.
* Less than 35,000

Source: Employment and Earnings, U.S. Department of Labor, Bureau of Labor Statistics, January 1988, p. 174.

AGE DISCRIMINATION

The Age Discrimination in Employment Act (ADEA) of 1967 as amended in 1986 protects most workers over the age of 40 from discrimination in the workplace. The ADEA covers hiring, firing, promotions, training, retirement or any other action taken against an individual with respect to compensation, terms, conditions or privileges of employment.

In 1981, the Equal Employment Opportunity Commission (EEOC) reported that 12,710 charges of age discrimination had been filed. In 1987, the number of charges filed increased to 24,963.

Age Discrimination Charges, 1981-1987

	1981	1982	1983	1984	1985	1986	1987
EEOC*	8,101	9,207	14,865	12,487	13,601	13,854	11,627
Concurrent Title VII**	1,378	1,856	2,717	3,125	3,183	3,589	3,494
TOTAL	9,479	11,063	17,582	15,612	16,784	17,173	15,121
State* **	2,368	4,166	6,137	5,871	Specific breakdowns not available		
Concurrent Title VII**	863	873	Not Available	1,514			
TOTAL	3,231	5,039	6,137	7,385	8,046	9,376	9,842
GRAND TOTAL	12,710	16,102	23,719	22,997	24,830	26,549	24,963

* Charges filed with the national EEOC office.

** Charges of age discrimination filed concurrently with charges of sex or race discrimination.

*** Charges filed with state offices.

Source: 1981-84 data from EEOC Compliance Activities Report, 1976-84. 1984-87 figures from EEOC Office of Communications, 1988.

UNION AFFILIATION

Almost one-quarter of the workers between the ages of 45–64 are either members of labor unions or are represented by them. The number drops to 10 percent affiliation with unions at age 65+. Men are affiliated with unions in greater numbers than women.

Employed Wage and Salary Workers by Age and Sex and Union Affiliation, 1987 (in thousands)

Age	Total Employed	Members of Union[1]		Represented by Unions[2]	
	99,303	Total	% of employed	Total	% of employed
16–24					
Men	10,018	860	8.6	991	9.9
Women	9,536	440	4.6	547	5.7
Total	19,553	1,299	6.6	1,538	7.9
25–34					
Men	16,517	3,112	18.8	3,460	20.9
Women	13,680	1,640	12.0	1,976	14.4
Total	30,197	4,752	15.7	5,436	18.0
35–44					
Men	12,365	3,295	26.6	3,579	28.9
Women	11,079	1,786	16.1	2,086	18.8
Total	23,443	5,080	21.7	5,664	24.2
45–54					
Men	7,804	2,258	28.9	2,442	31.3
Women	6,914	1,183	17.1	1,379	19.9
Total	14,718	3,442	23.4	3,821	26.0
55–64					
Men	5,139	1,435	27.9	1,548	30.1
Women	4,209	707	16.8	819	19.5
Total	9,349	2,142	22.9	2,367	25.3
65+					
Men	1,094	111	10.2	124	11.4
Women	947	87	9.1	100	10.6
Total	2,042	198	9.7	224	11.0

1. Data refer to members of a labor union or an employee association similar to a union.

2. Data refer to members of a labor union or an employee association similar to a union as well as workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

Source: Employment and Earnings, U.S. Department of Labor, Bureau of Labor Statistics, January 1988, p. 222.

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Age plays an important role in determining levels of pension income received by retirees. Two-thirds of all retirement pension recipients are 65 years or older and 41 percent are age 70 or older. About 15 percent were under age 60.

The mean pension income of retirees 70 years old and over was $410 a month, about 29 percent lower than the average pension received by all retirees.

Two-thirds of those receiving retirement pensions were men. The mean pension income received by male retirees was $670 a month, a significantly higher figure than the women's mean of $370.

Mean Monthly Pension Income of Retirement Pension Recipients by Age and Sex, 1984

Age	Number (in thousands)	Pension Income	
		Mean	Standard Error
Total	11,547	$ 568	$ 25
25-49			
Total	427	682	82
Men	392	714	84
Women	35	*	*
50-54			
Total	417	896	103
Men	365	930	111
Women	52	*	*
55-59			
Total	928	931	93
Men	758	1,050	103
Women	170	*	*
60-61			
Total	546	803	132
Men	363	943	173
Women	183	*	*
62-64			
Total	1,492	711	91
Men	1,018	834	126
Women	474	447	71
65-69			
Total	3,029	534	46
Men	1,933	639	65
Women	1,096	348	45
70+			
Total	4,706	406	30
Men	2,842	455	43
Women	1,864	330	34

* Base less than 200,000

Source: U.S. Bureau of the Census, Current Population Reports, Series P-70, No. 12, *Pensions: Worker Coverage and Retirement Benefits, 1984*, pg. 9

PENSION COVERAGE AND VESTING RATES

Pension eligibility is usually linked to the number of years of service on the job. Since younger workers are less likely to have the required work experience, age plays an important role in determining pension eligibility.

Only 29 percent of workers under 30 were vested in a pension plan. The vesting rate was 44 percent for workers between the ages of 30 and 39, 54 percent for those between the ages of 50 and 59.

Wage and Salary of Workers 25 Years and Over, by Pension Status: 1984 (in thousands)

		Covered by a pension plan		Vested in a pension plan		
					Percent of	
	All workers	Number	Percent	Number	Covered workers	Total workers
25-29	16,039	9,686	60.4	4,590	47.4	28.6
30-39	26,350	17,962	68.2	11,527	64.2	43.7
40-49	17,190	12,385	72.0	9,295	75.1	54.1
50-54	6,712	4,707	70.1	3,847	81.7	57.3
55-59	6,134	4,432	72.3	3,627	81.8	59.1
60-64	4,054	2,570	63.4	2,043	79.5	50.4
65+	2,141	985	46.0	551	55.9	25.7

Source: U.S. Bureau of the Census, Current Population Reports, Series P-70, No. 12, *Pensions: Worker Coverage and Retirement Benefits, 1984*, pg. 3.

PROJECTIONS OF LABOR FORCE PARTICIPATION

Blacks, Hispanics, Asians and other races are projected to account for 57 percent of labor force growth between 1986–2000. These groups plus white women will account for 90 percent of labor force growth.

Women alone are expected to account for 64 percent of the projected labor force growth. By the year 2000, it is projected that women will comprise 47 percent of the labor force, up from 39 percent in 1972 and 45 percent in 1986. Overall, the Bureau of Labor Statistics projects the labor force will become increasingly female and minority.

Current trends in age composition of the work force are projected to continue through mid-1990. Then, they will begin to reverse. By 2000, the share of the labor force ages 16–34 is projected to decline, and the share of 35–54 year-olds is expected to increase. The number of 55–64 year-olds will decline through the mid-1990's, then will increase rapidly; between 1995–2000, this group will be the fastest-growing segment of the labor force.

Civilian Noninstitutional Labor Force by Age, Sex, Race and Hispanic Origin 1986 and projected 1995 and 2000 (in thousands)

Group	Labor Force		
	1986	*1995*	*2000*
White			
16-19			
Men	3,542	3,350	3,762
Women	3,320	3,259	3,684
Total	6,862	6,609	7,446
20-34			
Men	23,754	21,315	19,574
Women	18,920	18,604	17,789
Total	42,674	39,919	37,363
35-44			
Men	13,207	16,654	17,100
Women	10,365	14,300	15,264
Total	23,572	30,954	32,364
45-54			
Men	8,791	12,036	14,193
Women	6,588	9,860	11,964
Total	15,379	21,896	26,157
55-64			
Men	6,259	5,672	6,391
Women	4,323	4,167	4,848
Total	10,582	9,839	11,239
65-74			
Men	1,410	1,194	1,001
Women	932	890	784
Total	2,342	2,084	1,785
75+			
Men	253	250	231
Women	137	135	116
Total	390	385	347
Black			
16-19			
Men	459	494	568
Women	425	481	558
Total	884	975	1,126
20-34			
Men	2,986	3,001	2,931
Women	2,950	3,065	3,041
Total	5,936	6,066	5,972

Group	Labor Force		
	1986	1995	2000
35-44			
Men	1,359	2,025	2,225
Women	1,437	2,185	2,409
Total	2,796	4,210	4,634
45-54			
Men	901	1,202	1,526
Women	893	1,294	1,677
Total	1,794	2,496	3,203
55-64			
Men	551	552	575
Women	499	559	639
Total	1,050	1,111	1,214
65-74			
Men	105	94	88
Women	90	75	64
Total	195	169	152
75+			
Men	12	12	13
Women	17	19	20
Total	29	31	33
Hispanic			
16-19			
Men	336	461	567
Women	236	347	436
Total	572	808	1,003
20-34			
Men	2,557	3,319	3,612
Women	1,542	2,110	2,406
Total	4,099	5,429	6,018
35-44			
Men	1,015	1,810	2,234
Women	698	1,234	1,549
Total	1,713	3,044	3,783
45-54			
Men	661	968	1,297
Women	436	734	1,000
Total	1,097	1,702	2,297
55-64			
Men	323	437	538
Women	188	267	334
Total	511	704	872
65+			
Men	56	53	55
Women	28	47	58
Total	84	100	113
Asian			
16-19			
Men	101	133	171
Women	79	109	137
Total	180	242	308
20-34			
Men	792	974	1,059
Women	632	880	1,014
Total	1,424	1,854	2,073
35-44			
Men	463	715	808
Women	402	664	765
Total	865	1,379	1,573
45-54			
Men	302	470	613
Women	265	435	579
Total	567	905	1,192
55-64			
Men	144	214	272
Women	118	189	245
Total	262	403	517
65-74			
Men	29	33	33
Women	19	32	37
Total	48	65	70
75+			
Men	3	2	2
Women	3	4	5
Total	6	6	7

Source: Projections 2000, U.S. Department of Labor, Bureau of Labor Statistics, January 1988, pp. 93-95.

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JOBS OF THE FUTURE

The Bureau of Labor Statistics estimates that by the year 2000, 21 million new jobs will be created mostly in the service sector. Many of the new jobs will require higher levels than ever before in mathematics, language and reasoning ability. According to the Hudson Institute study, *Workforce 2000*, the workers who will join the labor force between now and the year 2000 are not well matched to the jobs the economy is creating. Millions of new workers lack the basic skills essential for employment.

Most New Jobs have been Created by Small Firms (numbers in millions)

	Jobs in 1976		New Jobs Created 1976–1982	
	Number	Share	Number	Share
Total	76.0	100%	11.9	100%
Firm Size				
0–19 Employees	15.6	21%	4.6	39%
20–99	12.8	17%	1.7	14%
100–499	10.8	14%	1.2	10%
500+	36.7	48%	4.5	38%

Source: Office of Advocacy, U.S. Small Business Administration, unpublished data, as printed in *Workforce 2000*, Hudson Institute, Indianapolis, Indiana, June 1987, pg. 60.

Employment in Goods Production will Decline by the Year 2000 (millions of workers)

	1985		2000		CHANGE (1985–2000)	
	Number*	Share	Number	Share	Number	Share
TOTAL	107.16	100.00%	130.96	100.00%	23.81	22.22%
Goods						
Total	28.21	26.32%	25.74	19.65%	−2.47	− 8.76%
Farm, Forest, Fishing	3.14	2.93%	2.67	2.04%	−0.47	−14.88%
Mining	0.97	0.90%	0.79	0.60%	−0.18	−18.68%
Construction	4.66	4.35%	5.06	3.86%	0.40	8.52%
Manufacturing	19.44	18.14%	17.22	13.15%	−2.22	−11.42%
Durable	11.58	10.81%	10.51	8.02%	−1.08	− 9.28%
Nondurable	7.86	7.34%	6.72	5.13%	−1.15	−14.57%
Services						
Total	72.62	67.77%	96.51	73.69%	23.89	32.90%
Finance, Insurance & Real Estate	5.92	5.53%	8.12	6.20%	2.19	37.02%
Wholesale & Retail Trade	23.19	21.64%	30.37	23.19%	7.18	30.95%
Regulated Industries	5.29	4.94%	5.76	4.40%	0.47	8.92%
Other Services	21.92	20.46%	32.16	24.56%	10.24	46.71%
Government	16.30	15.21%	20.10	15.35%	3.81	23.37%

* Excludes Self-employment

Source: Workforce 2000, Hudson Institute, Indianapolis, Indiana, June 1987, pg. 58.

PROJECTIONS OF THE FUTURE WORK FORCE

By 2000, workers 25–54 years of age will make up 73 percent of the labor force, up from 67 percent in 1986. The share of very young (16–24 years) workers will account for about 16 percent of the work force. The share of workers 55 and older is projected to decrease between 1986 and 1995, but then increase between 1995 and 2000. During this latter five years, this group will be the fastest-growing segment of the labor force.

Between the years 1986–2000, the fastest-growing age group among men will be ages 45–54, for a projected increase of 63 million, or 30 percent of the labor force.

Women are projected to account for more than 60 percent of the labor force growth, with 66 million women in the labor force. Although men have been and will continue to be a majority of the work force, their numbers will grow more slowly, increasing only about 12 percent between 1986–2000. The numbers of working women are expected to increase about 25 percent.

Civilian Labor Force Participation by Age and Sex, Actual 1972, 1986 and Projected to 2000 (in thousands)

Age	1972	1986	% change	2000	% change
16–19					
Men	4,478	4,102	– 8.4	4,501	9.7
Women	3,578	3,824	6.9	4,379	14.5
Total	8,056	7,926	– 0.8	8,880	12.1
20–24					
Men	6,765	8,149	20.5	7,005	–14.0
Women	5,365	7,293	35.9	6,746	– 7.5
Total	12,130	15,442	28.2	13,751	–10.8
25–34					
Men	12,349	19,383	57.0	16,559	–14.6
Women	6,609	15,209	130.1	15,098	– 0.7
Total	18,958	34,592	93.6	34,481	– 7.7
35–44					
Men	10,372	15,029	44.9	20,133	34.0
Women	6,028	12,204	102.5	18,438	51.1
Total	16,400	27,233	73.7	38,571	42.6
45–54					
Men	10,412	9,994	– 4.0	16,332	63.4
Women	6,555	7,746	18.2	14,220	83.6
Total	16,967	17,740	11.1	30,552	73.5
55–64					
Men	7,155	6,954	– 2.8	7,238	4.1
Women	4,257	4,940	16.0	5,732	16.0
Total	11,412	11,894	6.6	12,970	10.1
65+					
Men	2,025	1,812	–10.5	1,368	–24.5
Women	1,089	1,198	10.0	1,026	–14.4
Total	3,114	3,010	– 0.3	2,394	–19.5

Source: Projections 2000, U.S. Department of Labor, Bureau of Labor Statistics, March 1988, page 23.

For more information about older workers, AARP offers single copies of the publications listed below free of charge. To request copies, please note the title of the publication and the corresponding stock number on a postcard and mail it to AARP Fulfillment, 1909 K Street, N.W., Washington, D.C. 20049.

For multiple copies of the publications, write the Worker Equity Initiative at the above address.

- How To Recruit Older Workers D13279
- How To Train Older Workers D13287
- How To Manage Older Workers D13288

A three-part series designed to help personnel officers attract and keep older workers.

- Using the Experience of A Lifetime D13353

Describes the National Older Workers Information System (NOWIS), a computerized information system designed to provide summaries of work-related programs and practices that benefit mid-life and older workers and retirees.

- *Working Age*—a bimonthly publication highlighting employment trends sent free of charge to businesses and organizations interested in employment issues affecting middle-age and older persons.

To receive *Working Age*, send a letter requesting a free subscription on your organization's letterhead to *Working Age*, Worker Equity Initiative, AARP, 1909 K Street, N.W., Washington, D.C. 20049.

AARP WORKER EQUITY

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